

THE GEORGE WASHINGTON UNIVERSITY  
Washington, DC

MINUTES OF A REGULAR MEETING  
OF THE FACULTY SENATE HELD ON  
NOVEMBER 10, 1989, IN LISNER HALL  
ROOM 603

The meeting was called to order at 2:20 p.m. by Professor Griffith, Chair of the Executive Committee, in the absence of the President and the Vice President for Academic Affairs.

Present: President Trachtenberg, Vice President French, Parliamentarian Schechter, Berkovich, Deering, Divita, Elgart, Fisher, Fox, Garris, Graff, Griffith, Holmes, Kenny, Kirsch, Moore, Park, Parrish, Prats, Robbins, Robinson, Rycroft, Schiff, Seavey, Tolchin, Trangsrud, and Vontress

Absent: Registrar Gaglione, Burdetsky, East, Friedenthal, Keimowitz, Leonard, Liebowitz, Solomon, Painter, Walker, and Yezer

APPROVAL OF THE MINUTES

The minutes of the regular meeting of October 13, 1989, were approved as distributed.

The President and Vice President for Academic Affairs arrived at this point and Professor Griffith yielded the Chair back to the President.

RESOLUTIONS

- I. RESOLUTION 89/4, "A RESOLUTION TO AMEND RESOLUTION 88/6 (A Resolution to Establish English Language Requirements for Admission of International Students)"

On behalf of the Committee on Educational and Admissions Policy, Professor Schiff, Chair, moved the adoption of Resolution 89/4, "A Resolution to Amend Resolution 88/6" and the motion was seconded.

Professor Fox asked if this would assure that all international students coming from a country in which English was not the "native" language but rather the "official" language would be fluent in the English language. Professor Schiff replied that he could not give such assurance for all students but noted there was nothing in the resolution that prohibited anyone from adding additional constraints on the admissions process of international students.

Vice President French pointed out that Dean Caress had the same concern expressed by Professor Fox. To address that particular problem, in the event this resolution was approved, Vice President French said that Dean Caress proposed to send a memorandum to the Graduate School faculty stating: "That students from countries whose official language is English, to be determined by a designated source, will not be required to submit scores for the TOEFL prior to admission, but will be required to take the GW English Placement Test prior to registration and enroll in the appropriate English as a Foreign Language Course, as might be required." President Trachtenberg asked Vice President French what impact this resolution would have on enrollment as he would not want to see language passed which was good in principle but might result in three hundred fewer student showing up in the fall. Vice President French responded that this approved policy had no negative impact on enrollment although it did create some awkward complications sometimes for a small percentage of students. Professor Schiff said that the problem was not with the resolution but with the implementation of it, and the memorandum proposed by Dean Caress was one way in which problems might be resolved by a particular school that didn't impinge on the Resolution. As far as admissions were concerned, Professor Schiff said that the only negative factor was one that was entirely appropriate in the sense that it spelled out for those students who were deficient in English that if they didn't want to spend a lot of time at GW remedying the situation, then they should do so before coming to the University. A discussion followed by Professors Griffith, Schiff, Fox, Graff, Berkovich, and Garris. The question was called, and Resolution 89/4 was adopted. (Resolution 89/4 is attached.)

II. RESOLUTION 89/5, "A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE ON UTILIZATION OF REGULAR, ACTIVE-STATUS NON-TENURE-ACCRUING APPOINTMENTS"

on behalf of the Executive Committee, Professor Griffith, Chair, moved the adoption of Resolution 89/5, and the motion was seconded. Professor Griffith then outlined the history of the utilization of regular active-service non-tenure-accruing appointments in the University. In 1975 President Elliott asked the Senate to consider the possibility of reserving some portion of the budget of each academic unit for the appointment of faculty who would not be in tenure-accruing status in order to provide flexibility for reallocating faculty positions where there were new academic programs, etc. The Senate approved that policy in 1977. The Faculty Code was subsequently amended to provide explicit language allowing for two kinds of regular active-service appointments, one tenure-accruing and one non-tenure-accruing. Because the University was then in a position where any full-time faculty appointments could be made in either tenure-accruing or non-tenure-accruing status, the Senate, in 1980, moved to amend the Code to limit the proportions of non-tenure-accruing appointments

in the regular active-service category to 25% for any of the schools and 50% for any of the departments. The Board accepted that amendment and that provision became a part of the Code. In 1981 the Provost imposed, as a matter of administrative policy, a requirement that upon the conversion of any non-tenure-accruing position to tenure-accruing, there should first be a national search. This requirement was waived for those faculty hired before 1981 since that condition had never been made clear to them. In 1985 the Senate approved the policy that a national search be conducted upon the conversion of any non-tenure-accruing position to a tenure-accruing position before it was filled and that became the policy of the University as of January 1, 1986. With regard to the current status of the situation, Professor Griffith explained that over the years the uses of non-tenure-accruing appointments have varied considerably in different schools. Based on data received from the Vice President for Academic Affairs, there were a total of 1,011 full-time faculty, of which 192 were in non-tenure-accruing status. Further, in three schools, the 25% limit has been seriously transgressed. Also, length of service of some of the non-tenure-accruing appointments has created significant problems. Of the 192, 43 have now served between 5 and 10 years with the result that a reversal of normal status has occurred between senior non-tenure-accruing faculty and junior tenured faculty.

Another important aspect of the current problem, Professor Griffith said, related to faculty recruiting. There were indications that in the 1990's the labor market for recruiting would be tighter and there were now fewer positions advertised as non-tenure-accruing. Presently, the University uses large numbers of visiting appointments and research appointments, and there were approximately 570 part-time faculty who make up part of the teaching core of the University.

In discussing the policy on non-tenure-accruing appointments with the President and the Vice President for Academic Affairs, Professor Griffith said that they agreed that the problem could be divided into two parts: (1) the question of what should be done about the existing core of non-tenure-accruing appointees who were already on the faculty; and (2) the question of what future use should be made of non-tenure-accruing appointments. The first problem, he noted, is currently under review by the administration. As to the second problem, it was concluded that a Joint Committee of the Faculty Senate and of the Administration should be established to make recommendations as to what the policy of the University should be regarding future use of non-tenure-accruing appointments.

Professor Robinson said that it was unclear to her if there were to be one joint committee of faculty and administrators, or two parallel committees--one of faculty and the other of administrators--working jointly together. Professor Griffith

not a standing committee of the Senate, but a committee to which the Senate nominated the faculty members. The intent of the resolution was to establish a committee composed of faculty elected by the Senate to meet jointly with a parallel committee appointed by the Vice President for Academic Affairs.

Professor Fox spoke in favor of having one committee jointly established in equal numbers by the Chairman of the Executive Committee and the Vice President for Academic Affairs to work together as one group which could then report to the Senate in the same manner as the Joint Committee of Faculty and Students. Professor Deering said that setting up a joint committee with equal membership and legislative power would establish an unfortunate precedent and that he would therefore vote against the proposed amendment. Professor Tolchin spoke against establishing parallel committees because of the probable duplication of effort by both the administration and the Faculty Senate. Of greatest importance, she said, was the appointment of a law professor to this committee to protect the rights of both those faculty members who held non-tenure-accruing appointments and the University. Professor Griffith responded that the word "parallel" was perhaps unwisely used, but he thought that this was the best mechanism that could be used in order to avoid a situation in which either there would be a committee of the Faculty Senate or a University-appointed committee essentially recommending on the issue. He agreed that expert legal counsel for this committee would be appropriate. Further discussion followed by Professor Deering and the President.

Professor Fox then moved to strike the language of the Second RESOLVING clause and to substitute the following language therefor:

- "(2) That the membership of this Special Committee shall be established as follows: half the members shall be appointed by the Chairman of the Executive Committee of the Faculty Senate, and half shall be appointed by the Vice President for Academic Affairs; all members shall hold faculty rank, and an additional member to serve as Chairman of the Special Committee shall be jointly appointed by the Chairman of the Executive Committee and the Vice President for Academic Affairs."

The motion was seconded. Professor Fox said that the purpose of his amendment would eliminate the notion of "two sides" working on this matter in that there would be one committee working as a team with one set of charges. Professor Robinson spoke in support of the amendment. A discussion followed by Professors Fisher, Fox, and Graff. Professor Griffith asked Professor Fox if he intended that the special committee be composed of eleven members, i.e.,



replied that under the Faculty Organization Plan there was no structure by which the Senate could establish a joint committee. He explained that the Joint Committee of Faculty and Students was not a standing committee of the Senate, but a committee to which the Senate nominated the faculty members. The intent of the resolution was to establish a committee composed of faculty elected by the Senate to meet jointly with a parallel committee appointed by the Vice President for Academic Affairs.

Professor Fox spoke in favor of having one committee jointly established in equal numbers by the Chairman of the Executive Committee and the Vice President for Academic Affairs to work together as one group which could then report to the Senate in the same manner as the Joint Committee of Faculty and Students. Professor Deering said that setting up a joint committee with equal membership and legislative power would establish an unfortunate precedent and that he would therefore vote against the proposed amendment. Professor Tolchin spoke against establishing parallel committees because of the probable duplication of effort by both the administration and the Faculty Senate. Of greatest importance, she said, was the appointment of a law professor to this committee to protect the rights of both those faculty members who held non-tenure-accruing appointments and the University. Professor Griffith responded that the word "parallel" was perhaps unwisely used, but he thought that this was the best mechanism that could be used in order to avoid a situation in which either there would be a committee of the Faculty Senate or a University-appointed committee essentially recommending on the issue. He agreed that expert legal counsel for this committee would be appropriate. Further discussion followed by Professor Deering and the President.

Professor Fox then moved to strike the language of the Second RESOLVING clause and to substitute the following language therefor:

- "(2) That the membership of this Special Committee shall be established as follows: half the members shall be appointed by the Chairman of the Executive Committee of the Faculty Senate, and half shall be appointed by the Vice President for Academic Affairs; all members shall hold faculty rank, and an additional member to serve as Chairman of the Special Committee shall be jointly appointed by the Chairman of the Executive Committee and the Vice President for Academic Affairs."

The motion was seconded. Professor Fox said that the purpose of his amendment would eliminate the notion of "two sides" working on this matter in that there would be one committee working as a team ~~with one set of charges. Professor Robinson spoke in support of the amendment. A discussion followed by Professors Fisher, Fox, and Graff. Professor Griffith asked Professor Fox if he intended that the special committee be composed of eleven members, i.e.,~~

with one set of charges. Professor Robinson spoke in support of the amendment. A discussion followed by Professors Fisher, Fox, and Graff. Professor Griffith asked Professor Fox if he intended that the special committee be composed of eleven members, i.e., five faculty members and five administrative appointees, plus a chair. Professor Fox replied that he intended that the size of the committee be left to the discretion of the Chairman of the Executive Committee and the Vice President for Academic Affairs. The question was called, and the Fox amendment was adopted. Professor Fox pointed out that the amendment would require editorial changes elsewhere in the resolution for consistency.

In reference to Paragraph (c) of the first RESOLVING clause, Professor Prats said that he did not think extending the length of the probationary period would attract higher quality faculty because it would make this University out of step with other institutions. Professor Griffith replied that the argument for lengthening the probationary period before conferral of tenure was made because it might produce a better consideration of junior faculty if it were extended by one or two years. A discussion followed by Professors Prats and Griffith.

Professor Seavey moved to strike Paragraph (c) of the first RESOLVING clause because he thought the issue of extending the length of the probationary period would raise the whole question of the acquisition of tenure in a "national" context which was more than the committee could be expected to do by April. The motion was seconded. The question was called, and the Seavey amendment was adopted.

A discussion followed by Professors Trangsrud, Griffith, Fox, and Vice President French about the composition of the Special Committee. The consensus of the Senate was that each school should be represented.

The question was called, and Resolution 89/5, as amended, was adopted. (Resolution 89/5, as amended, is attached.)

#### INTRODUCTION OF RESOLUTIONS

No resolutions were introduced.

#### GENERAL BUSINESS

##### I. NOMINATIONS FOR ELECTION TO SENATE STANDING COMMITTEES

The President asked for a suspension of the rules in order to take up nominations for election to Senate Standing Committees, and the motion was approved.

(1) Professor Kirsch moved the nomination of Cheryl D. Block, Associate Professor of Law, for election to the Committee on

Appointment, Salary and Promotion Policies (including Fringe Benefits). No additional nominations were made, and Professor Block was unanimously elected.

(2) Professor Schiff moved the nomination of Tiffany Smith, student, for election to the Committee on Educational and Admissions Policy. No additional nominations were made, and Ms. Smith was unanimously elected.

## II. INTERIM REPORTS BY CHAIRS OF FACULTY SENATE STANDING COMMITTEES

The following interim reports were made by the Chairs of Senate Standing Committees:

(1) Appointment, Salary and Promotions Policies (including Fringe Benefits) Committee, Professor Arthur D. Kirsch, Chair. Professor Kirsch distributed a handout prepared by Mr. Clifford entitled "The George Washington University - University Benefits Review Committee" which summarized the major benefits under review. After describing briefly the reasons behind the review of these benefits, Professor Kirsch said that it was extremely important that the Senate be involved in any proposed changes in fringe benefits. With the election of Professor Block, who is a member of the Benefits Review Committee, to the Appointment, Salary and Promotion Policies Committee, he said the Senate would now be represented directly. (Summary is attached.)

Professor Kirsch noted that the four faculty members of the Benefits Review Committee were: Cheryl D. Block, Associate Professor of Law, John S. Jenkins, Associate Dean of the National Law Center for Administrative Affairs, Stephen G. Kent, Associate Professor of Pathology, and Kathryn E. Newcomer, Professor of Public Administration. A discussion followed by Professors Fox, Kirsch, Tolchin, Fisher, Vice President French, and President Trachtenberg.

Professor Kirsch reported that the ASPP Committee was also undertaking a review of the increase in parking fees.

(2) Athletics Committee, Professor Christopher J. Deering, on behalf of Professor Craig W. Linebaugh, Acting Chair, reported that the first meeting of the Athletics Committee would be held on December 1st. Ms. Sheila Hoben, Academic Coordinator of the Athletics Department, would be present to describe the Department's academic support program and to answer questions from Committee members.

(3) Fiscal Planning and Budgeting, Professor Christopher J. Deering, on behalf of Professor Anthony M. Yezer, Chair, reported that the Fiscal Planning and Budgeting Committee was considering three major issues this semester: (1) how to make the revenue and

expenditure categories reported to faculty more meaningful; (2) how enrollment is forecast; and (3) how to measure cost of various activities of programs at GW and use this information to make decisions.

Another important aspect of the Committee's activity this semester was consideration of faculty reaction to the BAT Report. Copies of this report were available at the Reserve Desk in Gelman Library. The Committee invites faculty reaction to the BAT Report as a planning document and to the planning process--particularly to faculty involvement in the process. Faculty reactions should be sent in writing to Professor Yezer in the Department of Economics and those responses will be incorporated in the report of the Committee and presented to the Budget Advisory Team.

(4) Professional Ethics and Academic Freedom Committee, Professor Christopher J. Deering, Chair, reported that the Committee had met three times and will meet again on November 13th. The Committee was very close to completing a resolution with proposed policy statement on conflict-of-interest to be sent to the Executive for inclusion on the Senate's agenda for its December meeting.

(5) University and Urban Affairs Committee, Professor Lois E. Graff, Chair. (Interim Report read by Professor Graff is attached hereto and made a part of these minutes.)

(6) Research Committee, Professor Charles A. Garriss, Chair, reported that the Committee had met three times and would meet again on November 13th. The main issue discussed in those meetings was the Lange/Coates Report on Strategies for Research. Two of the meetings were open hearings which proved to be very productive. Discussion of the Lange/Coates Report opened up a wide variety of issues, such as faculty participation in the policy-making process, use of University resources, priorities, and incentives for doing research. At the next meeting, the Committee expected to complete a report with resolutions for submission to the Executive Committee.

(7) Physical Facilities Committee, Professor Salvatore F. Divita, Chair, reported that the Committee had met twice and has scheduled another meeting. One issue discussed was the nature of physical facilities planning at the University, and the Committee concluded that the Physical Plant Department compiles its own inventory as to needed repairs and replacements without any user-input into the adequacy of physical facilities. Even more important was the fact that when the Physical Plant Department finally gets some money to spend, it does so without any apparent linkage between physical facilities and academic planning. The Committee thought that it was very important to have an inventory of needs from an academic standpoint in any physical facilities planning. The Committee would continue to address these problems.



(8) University Development and Resources Committee, Professor Simon Y. Berkovich, Chair, reported that the Committee had met twice and discussions centered around items begun last year. The first item was a resolution to establish a committee to explore the establishment of a child care center at the University, and the Committee was preparing a resolution in this regard for presentation to the Executive Committee. The second item concerned developing a mechanism for sponsorship of the social hour established by the Committee last year. Professor Berkovich noted that the first social hour sponsored by the University Club proved to be successful but sponsors would be needed to continue the event.

(9) Administrative Matters as They Affect the Faculty Committee, Professor Lilien F. Robinson, Chair, reported that the Committee had two meetings with a third one planned to meet jointly with the Appointment, Salary and Promotion Policies Committee. Items for the discussion by the Committee will be (1) an examination of the University's liability coverage policy for faculty and staff; (2) an examination of part-time salaries at the University compared to local universities; (3) a review of one of the items in the Report of the Special Committee on Consolidation of SPIA; and (4) a review of the recommendations in the Report from Professor Morgan's Committee-of-One on the matter of the composition of the deans search committees.

(10) Honors and Academic Convocations Committee, Professor Dorothy A. Moore, Chair. (Interim Report read by Professor Moore is attached hereto and made a part of these minutes.)

(11) Libraries Committee, Professor Ormond A. Seavey, Chair. (Interim Report read by Professor Seavey is attached hereto and made a part of these minutes.)

(12) Educational and Admissions Policy Committee, Professor Stefan O. Schiff, Chair, reported that the Committee has met twice. The Committee has had lengthy and informative reports on admission for last fall and also on registrations with a good number of supporting and informative data. The University calendar was discussed briefly once again and it is expected that this item may become a major item on a future agenda. The Committee also dealt with the matter that came before the Senate today in the form of Resolution 89/4.

(13) Joint Committee of Faculty and Students, Professor Philip Robbins, Co-Chair, reported that the Committee had met twice. One item under discussion was that of student advising. Students and some faculty members have raised the question of why so little has been done about implementing Faculty Senate Resolution 88/1, which was adopted by the Faculty Senate in May, 1988, calling for administrative and various academic components of the University

to put more emphasis on reform and improvement of the student advising system. The Committee has a working group under way to come up with some specifics for implementation of that Resolution and any suggestions would be appreciated and should be sent directly to the Co-Chairs or to any of the Joint Committee members, or to student officers of the Student Association. Another item under study by the Committee was the honor code. Students have spoken to the Committee expressing their opinion that there has been no discernible improvement in the cheating problem at GWU since the adoption of the revised policy on academic dishonesty, which the Faculty Senate reviewed and approved in 1988. Therefore, the students were undertaking a study aimed toward a possible student honor code supplement, or perhaps to supplant the University's own administrative code on this matter. Any suggestions on this matter would be appreciated.

### III. REPORT OF THE EXECUTIVE COMMITTEE

On behalf of the Executive Committee, Professor Griffith reported on the following items:

(1) On the matter of fringe benefits, the Executive Committee directed the Chair to write to the President to request that the report with recommendations on fringe benefits be sent to the Executive Committee and to the Appointment, Salary and Promotion Policies (including Fringe Benefits) Committee before decisions are made so that both committees could consider what distribution of information to the Faculty Senate itself would be appropriate.

(2) The Report of the Committee-of-One, Professor John A. Morgan, on the possibility of amending the language of the Faculty Code to permit the addition of alumni and student members to dean search committees has been referred to the Administrative Matters Committee. The Administrative Matters Committee has been asked to draft language for the Code if it agrees with the recommendations in the Report. At the same time, there will be further consideration of that issue introduced by Vice President French on how cooperation between the faculty and the administration on search processes might be enhanced.

(3) The Executive Committee has received a number of inquiries from faculty to look into the question of how space is allocated, especially between academic and administrative units, and at the Chair's request, Vice President French has agreed to the appointment of the Chair of the Senate Committee on Physical Facilities to the University Space Committee as a regular member. The Executive Committee has asked the Physical Facilities Committee to examine the policies and criteria for allocating space and to look at future plans for providing additional space to attempt to make some useful recommendations on this problem.

(4) The Executive Committee has received the response of the

Council of Deans to several recommendations in the Report of the Special Committee on Consolidation of SPIA. The Chair has requested that responses from Senate Committees be received by March, 1990.

(5) The next regular meeting of the Executive Committee will be held November 17, 1989, which was earlier than usual because of the Thanksgiving Holiday, and any items for the Senate's December agenda should be sent to the Executive Committee by that date.

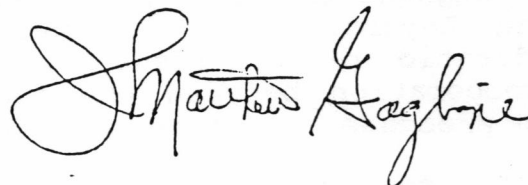
#### BRIEF STATEMENTS

Professor Fox said that he was recently visited by a member of the Accreditation Team evaluating the School of Engineering who asked about the growth of programs, the recruiting efforts of the University, etc. Professor Fox said he was proud to show the new brochures the University utilizes to inform students about the University and its different curricula. He said the gentleman was very impressed, and Professor Fox commended the President for the good efforts of his staff in producing these new materials.

The President expressed his thanks, noting that the reaction of the Accreditation Team to the School of Engineering and Applied Science was very positive. He said that the Team thought there were various departments which were really exemplary in the country, and he wished to thank the School for that.

#### ADJOURNMENT

Upon motion made and seconded, President Trachtenberg adjourned the meeting at 4:00 p.m.

A handwritten signature in cursive script, reading "J. Matthew Gaglione".

J. Matthew Gaglione  
Secretary

A RESOLUTION TO AMEND RESOLUTION 88/6 (TO ESTABLISH ENGLISH  
LANGUAGE REQUIREMENTS FOR ADMISSION OF INTERNATIONAL STUDENTS)  
(89/4)

WHEREAS, Resolution 88/6 was adopted by the Faculty Senate on March 10, 1989, and accepted by the President on behalf of the administration on April 3, 1989; and

WHEREAS, Paragraph 2 of that Resolution refers to "countries where English is not the native language"; and

WHEREAS, there are a number of countries in which English is not the native language, but in which English is nevertheless an "official" language; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

That the second resolving clause of Resolution 88/6 be amended by substituting the words "an official" for the words "the native" in line 4 as shown below:

- "2. That a placement test be administered by the Office of English for International Students to all international students from countries where English is not ~~the native~~ an official language except those who (a) score 600 or more on TOEFL, and (b) score 5 out of 6 on the Test of Written English (TWE)."

Educational and Admissions Policy Committee  
October 20, 1989

Adopted November 10, 1989



A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE ON UTILIZATION OF  
REGULAR, ACTIVE-STATUS NON-TENURE-ACCRUING APPOINTMENTS (89/5)

WHEREAS, the University has over the past two decades, with the concurrence of the Faculty Senate, made a substantial number of regular active-status faculty appointments in non-tenure-accruing status, with the result that in some portion of these cases faculty with equivalent credentials and responsibilities hold significantly different faculty-status over long intervals; and

WHEREAS, in the coming decade the University's interest in hiring and retaining highly-qualified faculty in the face of a shortage of supply relative to demand may be incompatible with such broad use of non-tenure-accruing appointments, while the original aim of maintaining an adequate margin of flexibility for shifting resources may now be available through other means; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

(1) That a Special Committee be and ~~hereby is~~ established to ~~meet jointly with a parallel committee to be appointed by the Vice President for Academic Affairs,~~ and charged as follows:

(a) To examine recent practices and policies adopted in the various schools of the University for utilizing regular active-status non-tenure-accruing appointments; and

(b) To determine whether, if limited-term, indefinitely renewable contracts for full-time faculty are to continue, new classifications, characterizations, and/or conditions on such appointments are needed; and

~~(c) To consider whether, in the light of changing conditions bearing on tenure-accruing faculty appointments now and probable in the next decade, the University should consider lengthening the probationary period before conferral of tenure must be considered, in lieu of making non-tenure-accruing appointments initially and then converting the positions to tenure-accruing with new national searches for the restructured positions; and~~

- (2) ~~That the Special Committee shall be made up of five tenured faculty members, each from a different school, to be nominated by the Executive Committee for election by the Senate; the Executive Committee shall designate one member to convene the first meeting at which the Committee shall elect its own chair from among its members; the chair of the Special Committee shall share responsibility with the chair of the parallel Vice President's committee for arranging joint meetings of the two committees to carry out their respective charges; and~~

That the membership of this Special Committee shall be established as follows: half the members shall be appointed by the Chairman of the Executive Committee of the Faculty Senate, and half shall be appointed by the Vice President for Academic Affairs; all members shall hold faculty rank; and an additional member to serve as Chairman of the Special Committee shall be jointly appointed by the Chairman of the Executive Committee and the Vice President for Academic Affairs; and

- (3) The Special Committee established herein shall report to both the Faculty Senate and the Vice President for Academic Affairs as to the conclusions of its joint deliberations, and shall offer such recommendations as a majority of the Special Committee considers appropriate, ~~whether or not concurred in by the Vice President's parallel committee;~~ at least a preliminary report, and preferably a final report, shall be made to both the Senate and the Vice President for Academic Affairs no later than the last meeting of this term, April 13, 1990.

(underlining indicates new language)

Executive Committee of the Faculty Senate  
October 27, 1989

Adopted, as amended, November 10, 1989

## **THE GEORGE WASHINGTON UNIVERSITY**

### **University Benefits Review Committee**

#### **GENERAL**

The Committee was appointed in May 1989 to review the University benefit programs of life insurance, health care coverage, total disability, education benefits, and retirement and to consider other programs that are not currently included in the University benefit package.

#### **COMPOSITION OF THE COMMITTEE**

There are thirteen persons serving on the committee from various functional units within the University, inclusive of the Medical Center. Four of the members are faculty members. In addition, a benefit consultant firm was retained to assist the Committee.

#### **ACTIVITY OF THE COMMITTEE**

With the guidance and advice of the consultants, the Committee has been working its way through the individual benefit programs:

- Health Care Program, for example, is being studied from the viewpoint of reducing the numbers of coverage options from 12 to three or four. The purpose of this is to better focus our buying power and to have much larger groups by which experience rating can be determined. In addition, TIAA has discontinued its Major Medical program so a new one needs to be acquired. The memo of October 30, 1989 from Vice President Bortz to the faculty and staff is an excellent review of the health coverage subject.

The Life Insurance and Total Disability Programs are sound in their current applications but we are taking this opportunity to explore the possibility of lower rates.

Retirement Program is being reviewed to determine if our program is normative, did the change in January, 1989 adequately consider all options available, and will the program, as structured, provide the benefits at retirement to all members of our community in an equitable manner.

Education Benefit is being reviewed to determine how it compares with other educational institutions and if there are other options to pursue given the changing needs of our faculty and staff.

In addition, consideration is being given to, but not limited to, vision/dental programs and Flexible Spending Accounts for health expense and dependent care expense.



THE  
GEORGE  
WASHINGTON  
UNIVERSITY

*School of Government and Business Administration / Washington, D.C. 20052*

*Department of  
Management Science  
(202)994-7375*

Committee on University and Urban Affairs  
Interim Report, November 10, 1989

The Committee defines its objective as promoting the application of the expertise of the GWU faculty and staff to the solutions of problems within the greater Washington D.C. area. In keeping with this objective we are currently working on two fronts.

To promote the routine practice of our skills in the service of the DC community on a volunteer basis, we are developing a questionnaire on faculty and staff interests and expertise. We hope to use the results of this survey to form a data bank under the auspices of the Office for Community Services (co-directed by Honey Nashman and Carol Hoare) to allow the Office to effectively match up requests from the community with appropriate GWU resources. We hope to have this questionnaire in the hands of the faculty and staff before the semester break.

To promote creative application of the professional expertise of GW faculty in applied research projects, the committee is also working on a proposal for a Visiting Practitioner position. This would provide a one semester "sabbatical" for a nonacademic whose professional career provided that person with technical skills, access to information, professional knowledge, "hands-on" experience, or breadth of perspective that would allow them to carry out research, in conjunction with GWU faculty, that address major issues of concern in the Washington Metropolitan area. We are still discussing a variety of details associated with this proposal and do not expect to have the proposal before the Senate until sometime next semester.

Committee members:

Graff, Lois, Management Science, Chair  
Henig, Jeffrey, Political Science  
Keiser, John, Pathology  
Lingo, Jane T., University Relations  
Nashman, Honey W., HKLS  
Perry, James H., Business Administration  
Tropea, Joseph L., Sociology  
ex officio:  
Diehl, Charles E., Vice President and Treasurer  
Kaplan, Susan, Asst to the President  
Worth, Michael J., Vice President for Development and  
University Relations



THE GEORGE WASHINGTON UNIVERSITY  
INTERDEPARTMENTAL MEMORANDUM

November 10, 1989

Report from the Committee on Honors and  
Academic Convocations

The sub-committee on honorary degrees met on September 23 and reviewed all nominations for honorary degrees and speakers and made recommendations to the total committee.

The Honors and Academic Convocations Committee has met three times (September 14, 25 and November 9).

The following items of business have been transacted:

1. The total committee acted upon the recommendations from the sub-committee.
2. Recommendations for honorary degrees have been forwarded to the President.
3. Sub-committees for the Committee on Honors and Academic Convocations 1989-90 to include; Ad Hoc Committee to Review Recommendations and Honorary Degrees, Commencement Committee, Student Honors Committee, Martin Luther King, Jr. Convocation Committee, and the Luncheon for Emeritus and 25-year Faculty Committee were recommended and approved.
4. The Marshal was asked to send a letter to faculty and administrators requesting nominations for honorary degrees for February, 1991. The deadline for these nominations is January 15, 1990.
5. The committee discussed the possibility of combining the Faculty Assembly and Opening Convocation and recommended that both be held on the same day as follows: Convocation in the AM followed by luncheon and the Faculty Assembly in the PM, the Marshal was requested to present the recommendation to the scheduling office.
6. The committee is in the process of completing the work on a draft to establish guidelines for Protocols for speakers/Honorary Degrees that was started several years ago but never finalized.

-2-

7. An honorary degree was conferred at a special convocation on October 17, 1989 for President Roh of South Korea. It should be noted for the record that this committee, the ad hoc committee nor the committee chair were conferred with or asked to participate in the decision-making process to award said degree.

Our next committee meeting will be in January, 1990.

Respectively Submitted

Dorothy A. Moore

10 November 1989

To: Professor William B. Griffith, Chair  
Executive Committee, Faculty Senate

From: Professor Ormond Seavey *Ormond Seavey*  
Chair, Libraries Committee

#### INTERIM REPORT

The Senate Libraries Committee has met to consult with University Librarian and Assistant Vice President for Academic Affairs Sharon Rogers on a series of matters of significant interest to the faculty as a whole. First of all, the Washington Research Library Consortium is gradually emerging into existence. As most of us know, the aim of the WRLC is cooperative collection development among the eight participating institutions. The first stage of this cooperative effort will involve the establishment of a common database among all institutions, using NOTIS, a software package which will require some tailoring for the purposes of the consortium. A further aim of the consortium is the establishment of a common storage facility, to be located in Prince George's County, for which land has already been deeded with the proviso that the facility must be built by 1997. Legislative language providing for partial funding for this project was included in the D. C. Appropriations Bill, which for other reasons has been vetoed. So at present the fate of the \$6.3 million appropriation for the WRLC is in a sort of legislative limbo.

The second topic taken up by the Libraries Committee was the effects of the period in 1988-1989 when Gelman Library suspended purchases. University Librarian Rogers reported that subject specialists are at work reviewing the period of losses. A supplemental budget allocation has been made to Gelman as indicated in the BAT report, but the supplement is clearly insufficient. In many areas the period of availability for library purchases passed before the library was able to resume buying, so there will continue to be a gap in the collection from 1988-1989. One can hope that access to the collections of other libraries through the WRLC will diminish the effects of the purchase suspension. Except insofar as their collections rely on Gelman, the law and medical libraries have not been affected.

The University Librarian briefed the Committee on the library budget, mentioning that the budget for book acquisitions is very modest. This is a problem which is made more problematic by the escalating costs of books and periodicals. She has succeeded in bringing the budget lines for equipment and staff down 30% over the past five years, so stringency in cost management is not something which needs to be freshly introduced to Gelman Library. Anyone who has consulted the 1989-1992 Strategic Plan for the Gelman Library must be struck by how modest its expectations are.

The University Librarian pointed out the new Gelman policy on maximum fines and notices of overdue books. Historically most students return books before they could have received an overdue notice, but some scofflaws, considering the substantial maximum overdue fine, would keep books until the maximum was almost reached. The present maximum has been reduced to fifteen dollars, and preliminary indications suggest that overdue books are returning more readily. A related problem is faculty borrowing books well beyond the 90-day period of faculty loans. The Libraries Committee will continue to consult with the University Librarian on the related issue of what maximum number of books should be on loan to any one faculty member at any given time.



THE GEORGE WASHINGTON UNIVERSITY  
Washington, D. C.

The Faculty Senate

October 30, 1989

The Faculty Senate will meet on Friday, November 10, 1989,  
at 2:10 p.m., in Lisner Hall 603.

AGENDA

1. Call to order
2. Approval of the minutes of the regular meeting of October 13, 1989
3. Resolutions:
  - (a) A RESOLUTION TO AMEND RESOLUTION 88/6 (A Resolution to Establish English Language Requirements for Admission of International Students) (89/4); Professor Stefan O. Schiff, Chair, Educational and Admissions Policy Committee (Resolution 89/4 and Resolution 88/6 attached)
  - (b) A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE ON UTILIZATION OF REGULAR, ACTIVE-STATUS NON-TENURE-ACCRUING APPOINTMENTS (89/5); Professor William B. Griffith, Chair, Executive Committee of the Faculty Senate (Resolution 89/5 attached)
4. Introduction of resolutions
5. General Business:
  - (a) Interim Reports by Chairs of Faculty Senate Standing Committees
  - (b) Report of the Executive Committee: Professor William B. Griffith, Chair
6. Brief Statements
7. Adjournment



J. Matthew Gaglione  
Secretary

A RESOLUTION TO AMEND RESOLUTION 88/6 (TO ESTABLISH ENGLISH  
LANGUAGE REQUIREMENTS FOR ADMISSION OF INTERNATIONAL STUDENTS)  
(89/4)

WHEREAS, Resolution 88/6 was adopted by the Faculty Senate on  
March 10, 1989, and accepted by the President on behalf  
of the administration on April 3, 1989; and

WHEREAS, Paragraph 2 of that Resolution refers to "countries  
where English is not the native language"; and

WHEREAS, there are a number of countries in which English is not  
the native language, but in which English is  
nevertheless an "official" language; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON  
UNIVERSITY

That the second resolving clause of Resolution 88/6 be  
amended by substituting the words "an official" for the  
words "the native" in line 4 as shown below:

"2. That a placement test be administered by the  
Office of English for International Students to  
all international students from countries where  
English is not ~~the native~~ an official language  
except those who (a) score 600 or more on TOEFL,  
and (b) score 5 out of 6 on the Test of Written  
English (TWE)."

Educational and Admissions Policy Committee  
October 20, 1989

(Distributed at March 10, 1989, Faculty Senate Meeting)

CORRECTED COPY

A RESOLUTION TO ESTABLISH ENGLISH LANGUAGE REQUIREMENTS  
FOR ADMISSION OF INTERNATIONAL STUDENTS (88/6)

WHEREAS, at the present time no University-wide English language requirements exist for students who come from countries where English is not the native language; and

WHEREAS, a University-wide policy pertaining to English language requirements for such students should be clearly indicated; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

1. That a TOEFL score of 550 be regarded as a recommended minimum for admission;
2. That a placement test be administered by the Office of English for International Students to all international students from countries where English is not the native language except those who (a) score 600 or more on TOEFL, and (b) score 5 out of 6 on the Test of Written English (TWE);
3. That students who do not meet the above standards be required to take the appropriate level course (or courses) recommended by EIS;
4. That students placing in EFL 15, 20, and 30 may not take any additional courses; those placing in EFL 40 may take one additional course if ~~recommended by EIS~~ and approved by the student's program advisor; and
5. That the above requirements will apply to undergraduate and graduate students, including those admitted by transfer from other institutions, beginning Fall, 1989.

February 7, 1989

Educational and Admissions Policy Committee

Adopted, as amended, March 10, 1989

A RESOLUTION TO ESTABLISH A SPECIAL COMMITTEE ON UTILIZATION OF  
REGULAR, ACTIVE-STATUS NON-TENURE-ACCRUING APPOINTMENTS (89/5)

WHEREAS, the University has over the past two decades, with the concurrence of the Faculty Senate, made a substantial number of regular active-status faculty appointments in non-tenure-accruing status, with the result that in some portion of these cases faculty with equivalent credentials and responsibilities hold significantly different faculty-status over long intervals; and

WHEREAS, in the coming decade the University's interest in hiring and retaining highly-qualified faculty in the face of a shortage of supply relative to demand may be incompatible with such broad use of non-tenure-accruing appointments, while the original aim of maintaining an adequate margin of flexibility for shifting resources may now be available through other means; NOW, THEREFORE

BE IT RESOLVED BY THE FACULTY SENATE OF THE GEORGE WASHINGTON UNIVERSITY

- (1) That a Special Committee be and hereby is established to meet jointly with a parallel committee to be appointed by the Vice President for Academic Affairs, and charged as follows:
  - (a) To examine recent practices and policies adopted in the various schools of the University for utilizing regular active-status non-tenure-accruing appointments; and
  - (b) To determine whether, if limited-term, indefinitely renewable contracts for full-time faculty are to continue, new classifications, characterizations, and/or conditions on such appointments are needed; and
  - (c) To consider whether, in the light of changing conditions bearing on tenure-accruing faculty appointments now and probable in the next decade, the University should consider lengthening the probationary period before conferral of tenure must be considered, in lieu of making non-tenure-accruing appointments initially and then converting the positions to tenure-accruing with new national searches for the restructured positions; and

- (2) That the Special Committee shall be made up of five tenured faculty members, each from a different school, to be nominated by the Executive Committee for election by the Senate; the Executive Committee shall designate one member to convene the first meeting at which the Committee shall elect its own chair from among its members; the chair of the Special Committee shall share responsibility with the chair of the parallel Vice President's Committee for arranging joint meetings of the two committees to carry out their respective charges; and
- (3) The Special Committee established herein shall report to the Faculty Senate as to the conclusions of its joint deliberations, and shall offer such recommendations as a majority of the Special Committee considers appropriate, whether or not concurred in by the Vice President's parallel committee; at least a preliminary report, and preferably a final report, shall be made to the Senate no later than the last meeting of this term, April 13, 1990.

Executive Committee of the Faculty Senate  
October 27, 1989